

COSA-SAPOA STATUS REPORT
UNRESOLVED ISSUES
WEDNESDAY, DECEMBER 8, 2021

A1 Duration

- SAPOA offers a counter proposal for a 6-year agreement (Oct 1, 2021 to Sept 30, 2027)

A10 Safety and Equipment

Sec. 2 Preventive Vehicle Maintenance Program – SAPOA counter **Dec 8**

A11 Promotions

- Sec. 1 Definitions (B) Eligibility – COSA new language **Nov 12** / Unacceptable to SAPOA

A14 City Property/Off-Duty Employment Office

- Sec. 2 Off duty Office – COSA new language **Nov 12**

A16 Wages

- Sec. 1 Wage Schedule – SAPOA new proposal **Nov 12**

A22 Miscellaneous Leave Provisions

- Sec. 16 Leave Pay Upon Separation – SAPOA will provide written language **Nov 17**

A28 Disciplinary Actions

- Sec. 1 Authority of the Chief – COSA grammar changes
- Sec. 2 Contemplated Disciplinary Action – No change
- Sec. 3 Written Statement of Charges – AGREED
- Sec. 4 Notice of Right to Appeal – AGREED
- Sec. 5 Arbitrator Defined – No change
- Sec. 6 Arbitration Selection and Scheduling - COSA grammar changes
- Sec. 7 – COSA grammar changes
- Sec. 8 – No change
- Sec. 9 (scope of arbitrator's authority) – AGREED
- Sec. 10 Subsection C (deletes preponderance of the evidence standard) – AGREED since preponderance of evidence is in Sec. 9
- Sec. 11 (except as provided in Agreement arbitrator has powers of CSC) – AGREED
- Sec. 12 - COSA grammar changes
- Sec. 13 (CSC hearings under 143 except scope same as arbitrator under Sec. 9) - AGREED
- Sec. 14 – No change
- Sec. 15 – AGREED
- Sec. 16 – AGREED
- Sec. 18 – COSA grammar change
- Sec. 19 (180-day Rule) / Subsection B (major misconduct) – SAPOA counter **Nov 12**

/ Subsection D Evidence – SAPOA concerns over deleting “or for any other purpose”

- Sec. 20 – No change
- Sec. 21 Subsection A – AGREED
- Sec. 22 – No change

A29 Internal Security Interview Procedure

- Sec. 2 Internal Affairs Investigations
Subsection C (48-hour Rule) – Conflicting proposals
Subsection D (time in IA & evidence review) – AGREED

A30 Health Benefits

- Sec. 6 – Conflicting language on formulary & length of contract

Articles – Tentative Agreement or No Action Taken:

Preamble

A2 Definitions

A3 Association Rights – TA 3-30-2021

A4 Management Duties to the Association

A5 Non-Discrimination by the Association

A6 No Strike Clause

A7 Management Rights – TA 3-30-2021

A8 Maintenance of Standards

A9 Labor Relations Committee

A12 Seniority

A13 Hours of Work – TA 8-20-2021

A15 Grievance Procedure – TA 3-19-2021

A17 Death in Family Leave

A18 Court and Call-Back Pay

A19 Clothing Allowance – TA 3-30-2021 / Amended TA 8-30-2021

A20 Holidays

A21 Vacation

A23 Working in a Higher Classification

A24 Police Cadet Hiring Guideline – TA 2-26-2021

A25 Initial Probationary Period

A26 Field Training Officers

A27 Promotional Probationary Period

A31 Retiree Health Benefits

A32 Supplemental Benefits – TA 3-30-2021

A33 Educational Incentive Pay

A34 Certification and Instructors Pay

A35 Psychological and/or Medical Examination

A36 City Protections for Police Officers

A37 Employee Personnel Systems

A38 Miscellaneous Provisions – TA 3-30-2021

A39 Civilianization – TA 6-17-2021

A40 Savings Clause

A41 Closing Statements